

This Position Is No Longer Available

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Job Title: BORDER PATROL AGENT

Department: Department Of Homeland Security

Agency: Customs and Border Protection

Job Announcement Number: BPA 15-1

**This position is closed and no longer accepting
online applications through USAJOBS.**

The contents of the announcement can still be viewed.

SALARY RANGE:

\$39,012.00 to \$63,894.00 / Per Year

OPEN PERIOD:

Wednesday, October 15, 2014 to Wednesday, October 29, 2014

SERIES & GRADE:

GL-1896-05/09

POSITION INFORMATION:

Full Time - Permanent

PROMOTION POTENTIAL:

12

DUTY LOCATIONS:

Many vacancies in the following location(s):

CBP - BPA Arizona, United States

CBP - BPA South Texas, United States

CBP - BPA West Texas / New Mexico, United States

WHO MAY APPLY:

United States Citizens

SECURITY CLEARANCE:

Public Trust - Background Investigation

SUPERVISORY STATUS:

No

JOB SUMMARY:

About the Agency (<http://www.cbp.gov/careers>)

CBP Mission Statement:

The Department of Homeland Security (DHS) components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resilience to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations.

Discover a challenging and rewarding career in the U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. CBP employees protect our Nation's borders from terrorism, human and drug smuggling, illegal migration, and agricultural pests while simultaneously facilitating the flow of legitimate travel and trade.

At the U.S. Border Patrol, we:

- Patrol international land borders and coastal waters
- Detect and prevent the illegal entry and smuggling of aliens into the United States
- Detect and prevent terrorists and terrorist weapons from entering into the United States
- Prevent the illegal trafficking of people, narcotics and contraband into the United States

Follow U.S. Customs and Border Protection on Twitter @CustomsBorder (<https://twitter.com/#!/customs-border>)

The video: [Border Patrol – Protecting our Homeland](#) emphasizes the importance of Border Patrol's frontline role in helping CBP accomplish its mission. Watch it at: http://nemo.cbp.gov/obp/2009/bpcommercial_high.wmv (http://nemo.cbp.gov/obp/2009/bpcommercial_high.wmv) For more information on CBP's mission, activities, and careers please visit our website at <http://www.cbp.gov> (<http://www.cbp.gov>).

Applicants must select one geographic corridor where they are willing to work (South Texas, West Texas/New Mexico, or Arizona). Final job offers will be made after the pre-employment processes are successfully completed and will only be offered in the corridor selected at the time of application. More information on Border Patrol geographic corridors can be found under the "How to Apply" section of this announcement.

TRAVEL REQUIRED

- Not Required

RELOCATION AUTHORIZED

- No

KEY REQUIREMENTS

- U.S. Citizenship Required
 - Age Requirement: Referral Prior to 37th Birthday (waiver for Veterans)
 - Residency in U.S. for the Last 3 Years
 - Entrance Exam, Medical Exam, Physical Fitness Tests and Drug Test
 - Background Investigation and Polygraph Exam Required
 - No Convictions of Misdemeanor Crime of Domestic Violence
 - Required to Qualify and Carry a Firearm. Valid Driver's License Required
 - Requires Regular and Reccuring Shift Work
 - Previous Border Patrol Agent Entrance Examination Scores are NOT Valid
-

DUTIES:

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The Border Patrol Agent's primary responsibilities include:

- Detection, prevention, and apprehension of undocumented aliens and smugglers of aliens at or near the land borders by maintaining surveillance from covert positions, following up leads, responding to electronic sensor alarms and infrared scopes during night operations, low light level television systems, aircraft sightings, and interpreting and following tracks, marks and other physical evidence.
 - Farm and ranch checks, traffic checks, traffic observation, city patrol, transportation checks, administrative, intelligence, and anti-smuggling activities.
-

QUALIFICATIONS REQUIRED:

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You must qualify for the BPA position based on experience, education, or a combination of both.

Experience Requirements for a GL-5 level: You must have at least one year of experience that fully demonstrates the ability to:

1. Take charge, make sound decisions, and maintain composure in stressful situations;
2. Learn law enforcement regulations, methods and techniques through classroom training and/or on-the-job instruction; and
3. Gather factual information through questioning, observation, and examination of documents and records.

Experience Requirements for a GL-7 level: You must have one year experience in law enforcement work that fully demonstrates the ability to:

1. Make arrests and exercise sound judgment in the use of firearms;

2. Deal effectively with individuals or groups of persons in a courteous, tactful manner in connection with law enforcement matters;
3. Analyze information rapidly and make prompt decisions or take prompt and appropriate law enforcement action in light of applicable laws, court decisions and sound law enforcement matters; and
4. Develop and maintain contact with a network of informants.

Experience Requirements for a GL-9 Level: You must have one year experience in law enforcement work that fully demonstrates the ability to:

1. Develop cases, and conduct interviews or interrogations, apprehensions, and arrests in order to further the process or case development;
2. Prepare cases and appear as a professional witness in court;
3. Exercise sound judgment in the use of firearms and conduct training, qualification exercises, or courses in the proper care and use of firearms;
4. Deal effectively with individuals or groups of persons in a courteous and tactful manner in their detention, control or interrogation, and work to promote effective community-outreach programs and public relations;
5. Analyze and disseminate intelligence information and data rapidly; and apply a practical knowledge of the laws, concepts, operational practices and law enforcement methods and techniques in order to independently perform duties typically encountered in law enforcement;
6. Develop and maintain contact with a network of informants, social and political organizations, state and local enforcement agencies, and private citizens, to ensure continuity of enforcement work and to carry out enforcement responsibilities;
7. Use a variety of law enforcement databases and information retrieval systems, such as TECS, NCIC, and NEXUS; and
8. Prepare reports and write other documents that deal with the collection, protection, and recording of evidence; and the presentation of testimony; and retain informational materials concerning illegal activities and practices encountered during daily activities.

Substitution of Education: If you do not have the work experience described above, four (4) academic years above high school leading to a bachelor's degree or a bachelor's degree from an accredited college or university can be substituted and is fully qualifying for the GL-5 grade level. For the GL-7 grade level, one (1) full year of graduate education in law or in fields related to law enforcement (e.g. criminal justice, police science, etc.) is qualifying. You may substitute superior academic achievement for the experience required at the GL-7 grade level. You must have completed the requirements for a bachelor's degree

from an accredited college or university with a grade point average of 3.0 or higher on a 4.0 scale; class standing in the upper third of a graduating class or major subdivision; or membership in a national scholastic honor society.

There is no educational substitution at the GL-9 grade level.

Combining qualifying experience and education: If you do not qualify based on experience or education alone, you may be able to qualify based on a combination of your experience and education at the GL-5 and GL-7 grade levels.

Firearm Proficiency: Firearm proficiency is required for Border Patrol Agents and is part of the training provided.

Current Federal Employees: Current federal employees who apply to this announcement will be required to serve a probationary period in accordance with 5 CFR 315 and may be required to accept a change to lower grade which may reduce their current salary based on Federal pay regulations. **Note:** If you are a current GS-12 step 1, your salary will be reduced to a GL-9 step 10, which equates to an approximate \$13,500 salary reduction (based on locality). Re-promotion is not guaranteed. Timeframes and grade level re-promotion is at the discretion of the agency and may be subject to a probationary period.

Probationary Period: All employees new to the federal government must serve a one year probationary period during the first year of his/her initial permanent federal appointment to determine fitness for continued employment.

Formal Training: Soon after entering on duty, Border Patrol Agents are detailed to the U.S. Border Patrol Academy in Artesia, New Mexico for approximately 11 weeks of intensive instruction in immigration and nationality laws, law enforcement, drivers training, physical techniques, firearms, and other Border Patrol Agent-specific operations. All trainees are tested on their Spanish language abilities. Those who score below an established benchmark are assigned to an additional 8-week Spanish language class at the Border Patrol Academy which will extend their stay to 19 weeks.

Uniforms: This position requires wearing an officially approved uniform while in a duty status. Border Patrol Agents receive a uniform allowance to offset the cost of purchasing the required uniform.

Shift Work: This position requires regular and recurring shift work. You must be willing and available to work rotating shifts. You may also be rotated between assignments and duty locations.

HOW YOU WILL BE EVALUATED:

Your resume and supporting documentation will be reviewed to ensure you meet the qualification requirements. If you meet the qualifications, you must take and pass the Border Patrol Agent Entrance Examination. Previous Border Patrol Agent Entrance Examination scores are no longer valid; everyone must take the new examination.

The entrance examination contains the following (3) assessments: Logical/Reasoning Skills, Spanish Language or Artificial Language Assessment, and the CBP Experience Record. To be eligible, applicants must pass the examination with a score of at least 70. Proper test preparation is essential for the successful candidate; therefore, we strongly encourage you to review the study guide available at: <http://www.cbp.gov/careers/join-cbp/which-career/apply/study-guides> (<http://www.cbp.gov/careers/join-cbp/which-career/apply/study-guides>). Passing the entrance examination does not guarantee selection.

You should take the Border Patrol Agent Pre-test (sample entrance examination). The pre-test will give you a preview of the types of items/questions you can expect to see on the actual entrance examination. The pre-test can be found at: <https://usahire.opm.gov/assess/pretest/bpa/landing> (<https://usahire.opm.gov/assess/pretest/bpa/landing>)

Reasonable Accommodations for taking the entrance examination are provided on a case-by-case basis only to qualified individuals with a disability covered by the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, both as amended. If you believe you have a physical or mental disability that would interfere with completing the entrance exam, you must (1) indicate your request for a reasonable accommodation in the online questionnaire associated with this announcement, (2) complete the necessary request form before the last day of the job opening. You are required to submit proper documentation supporting your reasonable accommodation request. For more information about the reasonable accommodation process and to access the request form, please go to: <https://www.usajobs.gov/content/pdfs/CBPAssessReasonableAccommodation.pdf> (<https://www.usajobs.gov/content/pdfs/CBPAssessReasonableAccommodation.pdf>). If your request is approved, you will be allowed to test with an accommodation. If your request is not approved, you will take the standard version of the exam.

If you pass the entrance examination, you will be placed in one of the following categories for referral and consideration:

- **Best Qualified:** Applicants possessing the type and quality of experience that substantially exceeds the minimum qualifications
- **Very Highly Qualified:** Applicants possessing the type and quality of experience that exceeds, to a very considerable extent, the minimum qualifications
- **Highly Qualified:** Applicants possessing the type and quality of experience that exceeds, to a considerable extent, the minimum qualifications
- **Well Qualified:** Applicants possessing the type and quality of experience that marginally exceeds the minimum qualifications of the position and who demonstrate average proficiency in most of the critical

competencies

- **Qualified:** Applicants possessing the type and quality of experience that meets the minimum qualifications

Veterans with 5-point preference or 10-point non-compensable preference who meet the eligibility and qualification requirements are placed above non-preference eligibles within the category in which they qualify. Veterans who have a compensable service-connected disability of at least 10% are listed at the top of the highest quality category depending on grade levels.

BENEFITS:

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You can review our benefits at: http://www.cbp.gov/xp/cgov/careers/benefits_employees/overview_benefits.xml (http://www.cbp.gov/xp/cgov/careers/benefits_employees/overview_benefits.xml)

OTHER INFORMATION:

Polygraph Examination: The BPA position is a polygraph-required position. You will take a polygraph exam and the results will be used to determine your suitability for the position. Please see:

http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml (http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml)

Background Investigation: The BPA position is categorized as "critical-sensitive." You will complete a background investigation which includes but is not limited to a Federal Bureau of Investigation (FBI) name and fingerprint check and a background investigation. Please see: http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml (http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml)

Age Requirement: You must be referred for consideration before reaching your 37th birthday in accordance with Public Law 93-350 and 100-238. The age restriction does not apply if you are a veterans' preference eligible. If you are serving or have served in a federal civilian law enforcement position covered by Title 5 U.S.C. 8331(20) or Title 5 U.S.C. 8401(17) you may have sufficient service to meet the requirement. There are no other exceptions to Public Law 93-350 and 100-238.

Residency Requirement: If you are not a current CBP employee you must meet one or more of the following primary residency criteria for the last three years prior to applying to this announcement up through entering on duty:

1. Resided in the United States or its protectorate or territories (excluding short trips abroad, such as

vacations); or

2. Worked for the United States government as an employee overseas in a federal or military capacity; or
3. Been a dependent of a US federal or military employee serving overseas.

Exceptions may be granted to applicants if they can provide complete state-side coverage information required to make a suitability/security determination. Examples of state-side coverage information include: the state-side address of the company headquarters where the applicant's personnel file is located; the state-side address of the professor in charge of the applicant's "Study Abroad" program; the church records for the applicant's overseas church missions; and/or the state-side addresses of anyone who worked or studied with the applicant while overseas.

Misdemeanor Crime of Domestic Violence: The Border Patrol Agent position is a weapons-carrying position. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. Therefore, if you have been convicted of a misdemeanor crime of domestic violence, you are not qualified for this position.

Drug Testing: You must complete a drug test as a condition of employment for this position. Once employed, Border Patrol Agents are subject to random and unannounced drug testing.

Medical Examination: You must undergo and successfully pass the medical screening process.

Physical Fitness Screening: You will be required to pass two physical fitness tests. Please see: <http://www.cbp.gov/careers/join-cbp/which-cbp-career/border-patrol-agent> (<http://www.cbp.gov/careers/join-cbp/which-cbp-career/border-patrol-agent>)

Interview Process: You will be required to pass an oral hiring board (OHB) interview.

Direct Deposit: All agency employees are required to participate in Direct Deposit/Electronic Funds Transfer for salary payments.

HOW TO APPLY:

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In order to begin your application, you will need an active USA Jobs account. To begin your online application for 1141553 click "Apply Online" to create a USA Jobs account and follow the prompts or log-in to your existing USA Jobs account. Your application packet must include a completed assessment questionnaire, a resume, an OF-306 form "Declaration of Federal Employment", and any applicable and/or required

supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

Applications and supporting documentation will not be accepted by mail or email. The address posted below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. You must submit your resume, OF-306, application questionnaire, and any supporting documents by 11:59 pm Eastern Time Wednesday, October 29, 2014

We recommend that you apply as soon as possible in order to receive consideration as this announcement will close on Wednesday, October 29, 2014 11:59 pm (ET) OR at 11:59 pm (ET) on the day we receive 12,000 applicants (whichever comes first).

Duty Locations: You will only be able to select one geographic corridor. Positions may be filled at any CBP duty station within the corridor. You must be willing to work at any duty station that falls within that corridor. The U.S. Border Patrol does not allow the initial assignment of Border Patrol Agent trainees to duty stations within a 100-mile radius of their pre-employment home of record. This will not affect your future career decisions or your ability to apply for or be selected for positions that are near your pre-employment home of record. At this time a majority of the selections will be made for positions along the West Texas/New Mexico Corridor and the Arizona Corridor.

- **South Texas Corridor** - (to include but not limited to the following locations) Brownsville, Corpus Christi, Cotulla, Dallas, Falfurrias, Fort Brown, Freer, Harlingen, Hebbronville, Kingsville, Laredo North, Laredo South, Laredo West, McAllen, San Antonio, Weslaco, and Zapata, TEXAS
- **West Texas/New Mexico Corridor** - (to include but not limited to the following locations) Abilene, Alpine, Amarillo, Big Bend National Park, Brackettville, Carrizo Springs, Comstock, Del Rio, Eagle Pass North, Eagle Pass South, El Paso, Fabens, Fort Hancock, Fort Stockton, Lubbock, Marfa, Midland, Pecos, Presidio, Rocksprings, San Angelo, Sanderson, Sierra Blanca, and Uvalde, TEXAS; Alamogordo, Albuquerque, Deming, Las Cruces, Lordsburg, Santa Teresa, and Truth or Consequences, NEW MEXICO
- **Arizona Corridor** - (to include but not limited to the following locations) Ajo, Blythe, Casa Grande, Douglas, Naco, Nogales, Sonoita, Tucson, Wellton, Willcox, and Yuma, ARIZONA

A detailed map of Border Patrol Sectors can be found at: <http://www.cbp.gov/border-security/along-us-borders/border-patrol-sectors> (<http://www.cbp.gov/border-security/along-us-borders/border-patrol-sectors>)

Relocations expenses will not be paid. To compare the cost of living data, calculate mortgage scenarios or gather information on communities and schools, visit: <http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx> (<http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>)

REQUIRED DOCUMENTS:

- **Resume:** A resume in English is required. It must contain your full legal name, address, phone number, the last four digits of your Social Security Number, a detailed description of your duties and the dates you performed those duties (MM/DD/YR), as well as your work schedule and hours per week. CBP encourages you to review the Border Patrol Agent resume aid to ensure your resume will be ready to qualify you for a career as an agent: <http://www.cbp.gov/document/guidance/cbp-resume-aid-and-reference-sheet> (<http://www.cbp.gov/document/guidance/cbp-resume-aid-and-reference-sheet>)
- **OF-306 Form (Declaration of Federal Employment):** Form must be completed and signed; electronic signatures accepted. <http://www.opm.gov/forms/optional-forms/> (<http://www.opm.gov/forms/optional-forms/>)
- **Responses to the online job questionnaire:** You must submit the online job questionnaire.
- **Transcripts:** Transcripts must be in English and are required if basing any part of your qualifications on education and must be from an accredited institution. ALL applicable transcripts must be submitted.
- **Veterans' Preference:** If you claim veterans' preference you will be required to submit proof of eligibility (DD 214, Member -4, Certificate of Release or Discharge). Applicants claiming 10-point

preference must also submit Standard Form 15, as well as the proof requested on that form. Those applicant still on active duty may submit a Statement of Service to verify their veterans' preference claim. See this link: <http://www.fedshirevets.gov/veteranemployees/veteranspreference/index.aspx> (<http://www.fedshirevets.gov/veteranemployees/veteranspreference/index.aspx>)

- **Age Requirement Documents:** If you are over the age of 37 you will need to submit proof you are eligible for the position of Border Patrol Agent. If you are claiming an age waiver based on Federal law enforcement service; you must submit copies of your SF-50s reflecting the beginning and end date of creditable Federal civilian (not military) service under Title 5 U.S.C. 8331(20), and Title 5 U.S.C. 8401(17). Block 30 of your SF-50 should show Retirement Code M or O. If you do not meet the age requirement and you are unable to provide this required documentation, you will not receive consideration under this announcement. If you are claiming an age waiver based on veterans' preference, submit the required Veterans' Preference documents. **Ensure that you enter your creditable service dates in the Job Related Experience field on the Questionnaire.**
- **If you are claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP):** You must submit a Separation Notice, SF-50; a current (or a last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.

It is your responsibility to verify that information entered, or supporting documents that are uploaded or faxed are received and are accurate. CBP will not modify, change, or contact you regarding the completeness or accuracy of your application. If a document is not legible, you will not be able to view it in Application Manager and you must again upload or fax it by the closing date.

Documents must be uploaded as the correct document type or they will not be considered. Example: Resume must be submitted as a Resume. If you fax your documents you must use the fax cover sheet found at: <https://staffing.opm.gov/pdf/usascoversheet.pdf> (<https://staffing.opm.gov/pdf/usascoversheet.pdf>) and fax to (478)757-3144. You must indicate Vacancy Identification Number LN1141553 on the fax cover sheet or your documents will not be properly uploaded.

AGENCY CONTACT INFO:

Border Patrol MHC OBP DEU

Phone: (952)857-2927

Email: CBPHIRINGDEUBPA@CBP.DHS.GOV

Agency Information:

CBP Entry Level OFO OBP
5600 American Blvd
Bloomington, MN
55437-1450

WHAT TO EXPECT NEXT:

If you meet the qualifications for this position, you will receive an email from email address USAHire_support@panpowered.com (mailto:USAHire_support@panpowered.com) to schedule the Border Patrol Agent Entrance Examination (Place/date/time). Please be sure to check your email, spam, and junk folders daily. Testing will be available for three weeks starting 12/1/2014. The examination may take up to five (5) hours to complete. Once you have completed the application process and passed the examination you will be considered for future openings in "category order" in accordance with veterans' preference regulations. As referrals are made in the geographic corridor you select and your category is reached, you will be referred for consideration to start the pre-employment process. There is no guarantee of selection.

If you are already in the pre-employment process for a Border Patrol Agent position and you reapply under this announcement and are subsequently referred for a position, your new referral will replace any existing Border Patrol Agent referral regardless of geographic corridor for which you are currently in process, and may delay your pre-employment processes.

CBP uses E-Verify to validate all newly hired applicants' ability to work legally in the United States. To learn more about E-Verify please follow the link: <http://www.dhs.gov/e-verify> (<http://www.dhs.gov/e-verify>)

Requests for Reasonable Accommodations to apply to this announcement must be received before the Job Opportunity Announcement closes to be considered for this job opening. Decisions on requests for Reasonable Accommodations are made on a case-by-case basis.

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and Regulatory Guidance
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This is a United States [Office of Personnel Management \(http://www.opm.gov/\)](http://www.opm.gov/) website.

USAJOBS is the Federal Government's official one-stop source for federal jobs and employment information.